

INDIANA
WORKFORCE
DEVELOPMENT

An Economic Development Partner

Strategic Skills Initiative (SSI)

Wednesday, June 15
Regional Agent Roll-out Meeting

Presentation Flow

- Goals & Objectives of Initiative
 - I.D. Skill Shortages in High-Wage/High-Demand Industries
 - Build Capacity at **Regional** Level
- SSI Team
- Phases of Initiative
 - Pre-Research & ID Phase
 - Research & ID Phase
 - Solutions Implementation Phase
- Funding Flow
- Timeline

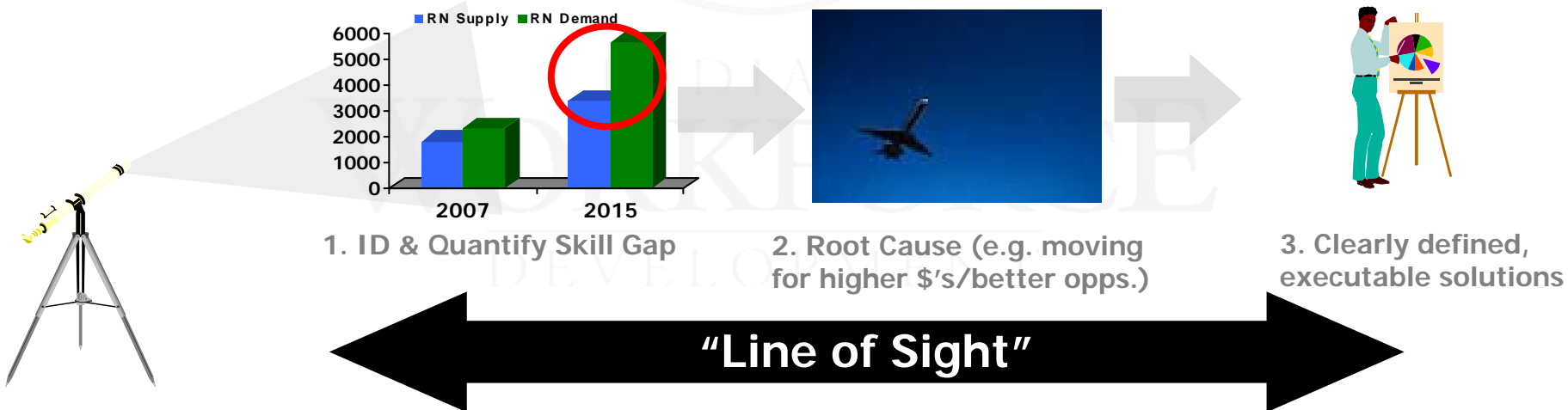
Goals & Objectives

Primary

Goal: Identify specific skill shortages, root causes, and solutions that exist in the workforce planning regions throughout the state

Objective:

- Quantify the shortages, both in near term (2yrs.) and long-term (10 yrs.)
- Specify the root cause for the shortage
- Clearly define executable solutions that are tied directly to root cause



Goals & Objectives

Secondary

Goal: Fundamentally shift the way regions approach workforce & economic development

Objective:

- Instill demand-driven approach to addressing skill gaps
- Create interdependency among constituents at regional level
- Transfer knowledge of process and methodology to regional advisory boards/consortia



Supply (training/solutions) Driven



Demand (Root Cause) Driven

SSI Pre-Research & I.D. Team



R. Stiver

B. Huntington

B. Miller

A. Penca

S. Steele (Special Advisor)



C. Rogers

J. Conover



D. Judy

J. Lommel

B. Hartz

Phases of Initiative

Pre-Rsrch & ID Phase: Preparing Tools & Guidelines for Initiative

Key Components: (Re) Defining Regions
Identifying Staffing Needs
Identifying Agents (Core & Fiscal)
Methodological Development
Construction of RFA Document
Outlining Rollout Forum & Workshop(s)

Research & ID Phase: Consortia compile & submit key reports

Skill Shortages Report: Where and how large are they?

Root Causes Report: Why do shortages *REALLY* exist?

Solutions Report: How are root causes addressed?

Other Key Aspects: \$3mm available for execution of research/analysis
Reports are reviewed & graded

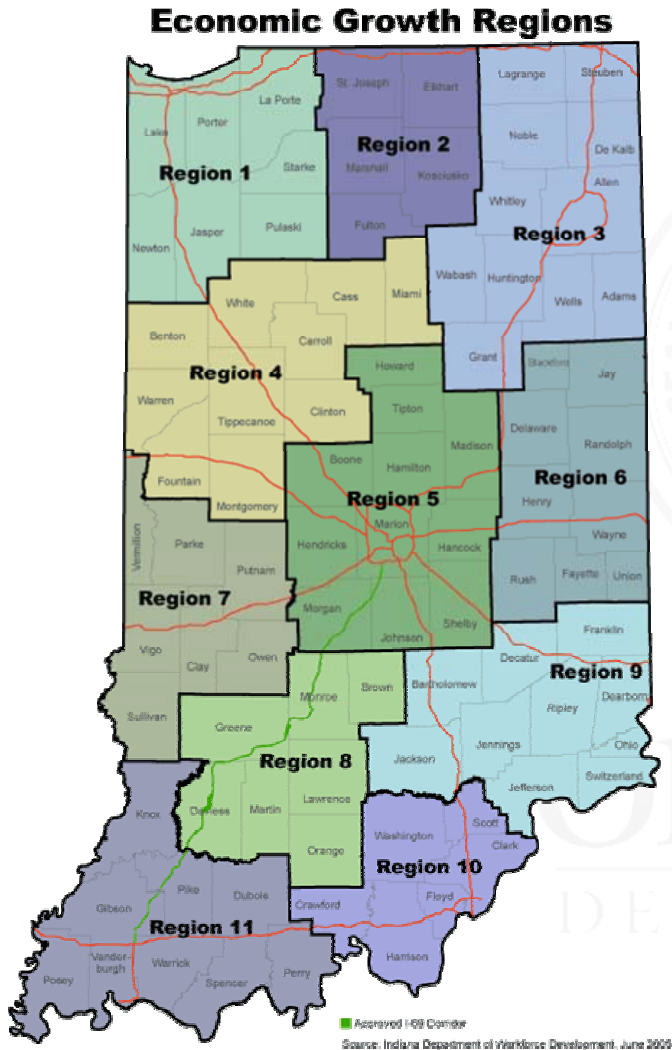
Solutions Impl.: Competitive Grants Awarded for Solutions Execution

Key Components: \$20mm available for execution of solutions phase
Report/proposal condensing and
sharpening findings in Rsrch & ID Phase

Pre-Research & ID Phase

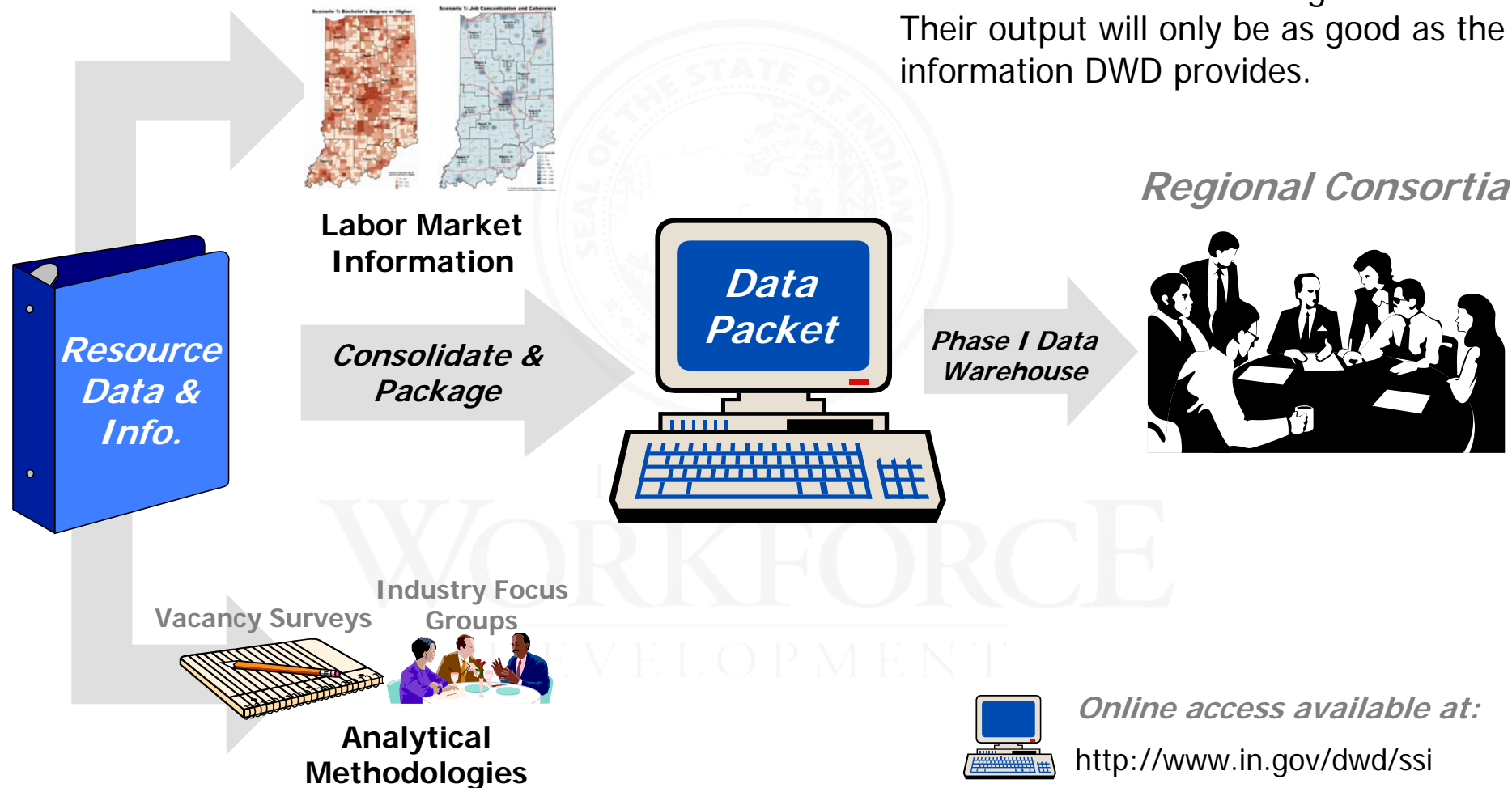
(Re)Definition of Planning Regions

- The new alignment will have 11 Regions
- Boundaries were determined by:
 - Labor markets - commuting patterns
 - Economic cluster data
 - Educational attainment data
 - Job projection data
 - Net Migration by Region (2000-2040)
 - Presence of MSA's
 - Existing WorkOne infrastructure
 - Existing Higher Ed infrastructure
- Will have alignment with IEDC



Pre-Research & ID Phase

Methodological Planning & Data Packets: This will be the most critical and useful tool for the consortia during Phase I. Their output will only be as good as the information DWD provides.



Pre-Research and ID Phase

Job Vacancy Surveys: Identify Base Year Shortage

Vacancy Survey Role

$$S_t^{ji} = S_{t-1}^{ji} + G_t^{ji}$$

Shortage in occupation j in industry i for year t

Gap for occupation j in industry i for year t

A solid base year estimate of the shortages is critical for projecting future years.

How Does This Work?

DWD/Vendor



Business

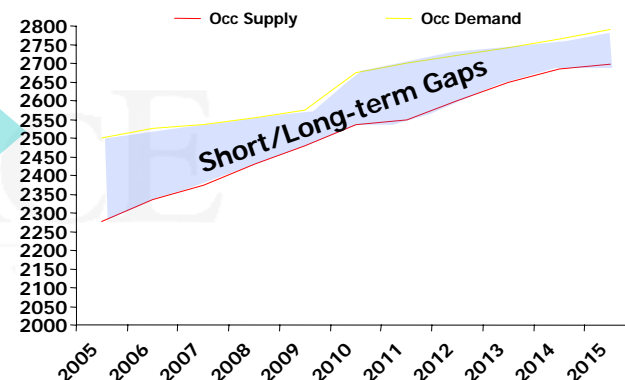


Identify # of current occupational shortages

11 Regions

Analyze & Match w/ KSA's (O*NET)

Estimate Short & Long-Term Skills Gaps



Pre-Research and ID Phase

- Assembling Consortia
 - Represent a truly regional effort
 - Include: LEDO, Chamber, industry, education, labor, and service provider representatives
 - Consortia will be involved in all aspects of SSI
 - Consortia will sign off on all grant requests

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Research & ID Phase

Regional Consortia



\$3mm (quasi-competitive)

Utilize & Conduct



Secondary Research

Vacancy Surveys



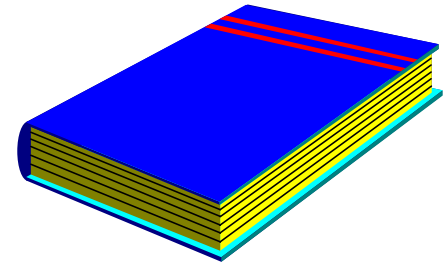
Industry Focus Groups



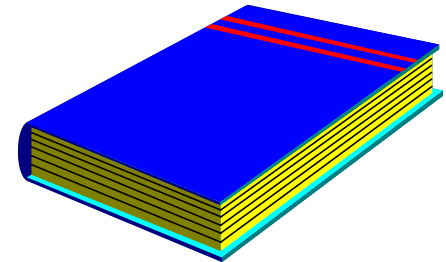
Primary Research

Compile & Submit

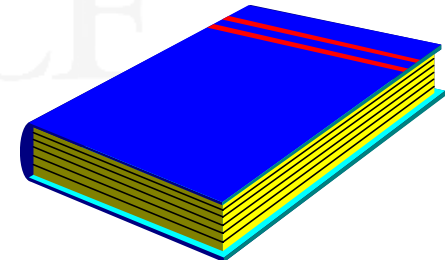
Skill Shortages Report



Root Cause Report



Solutions Report



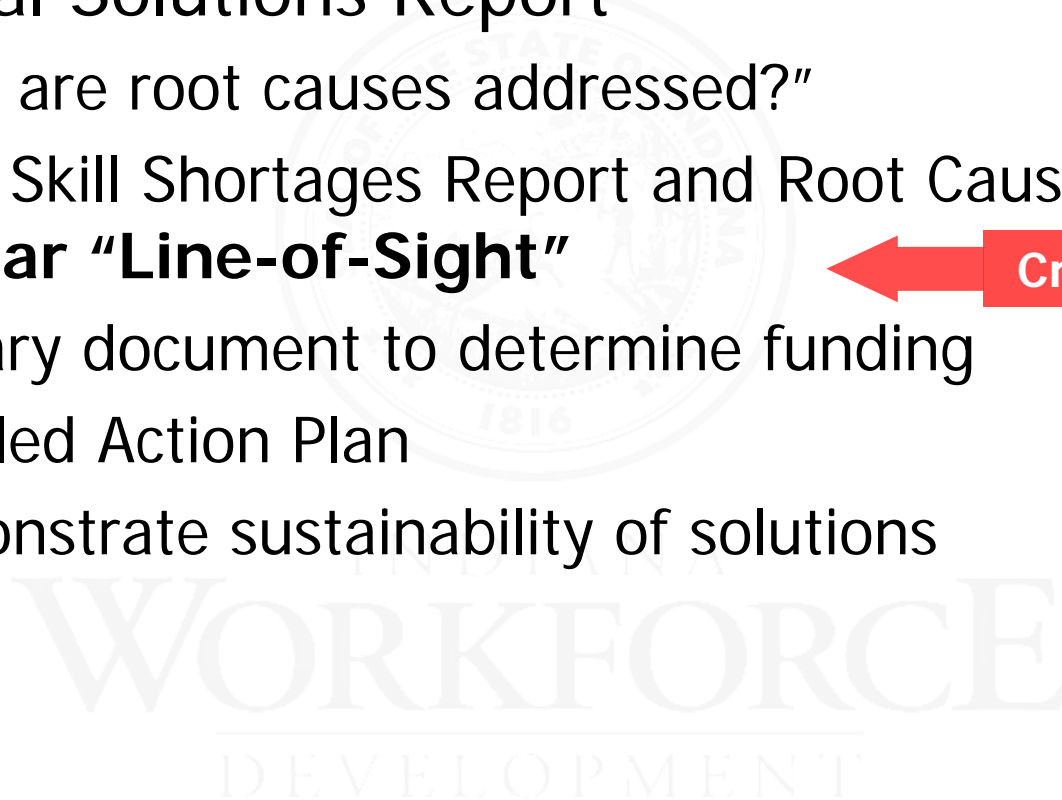
Research and ID Phase

- Skills Shortage Report
 - “Where and how large are they?”
 - Research builds base for subsequent reports (Utilize *SSI How-To-Handbook* and *Data Packet*)
- Root Causes Report
 - “Why do shortages really exist?”
 - Supply or demand side causes

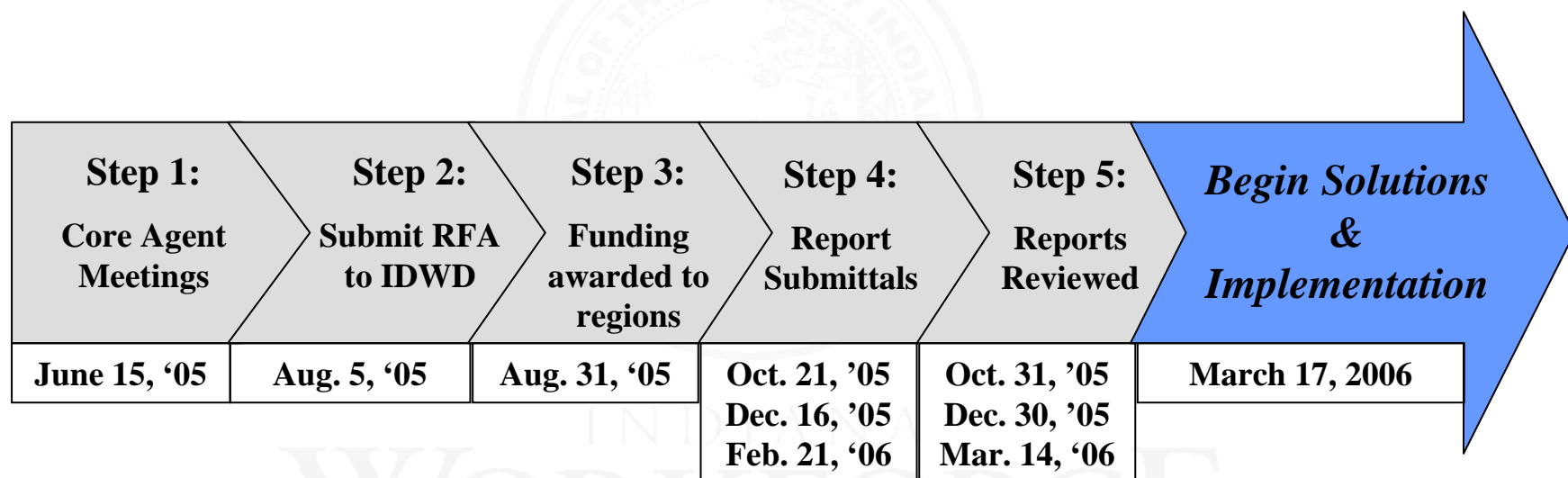
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Research and ID Phase

- Regional Solutions Report
 - “How are root causes addressed?”
 - Links Skill Shortages Report and Root Causes Report
 - **Clear “Line-of-Sight”**
 - Primary document to determine funding
 - Detailed Action Plan
 - Demonstrate sustainability of solutions

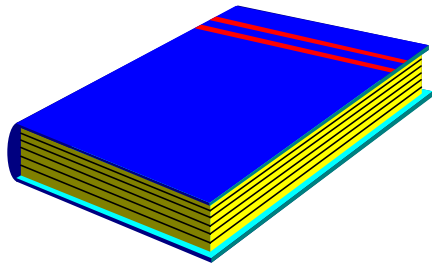


Research and ID Phase

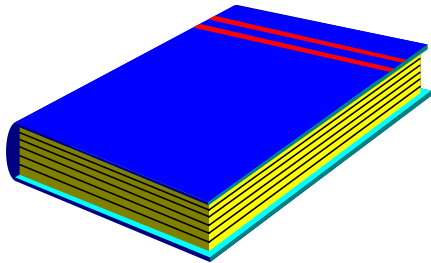


Solutions Implementation Awards

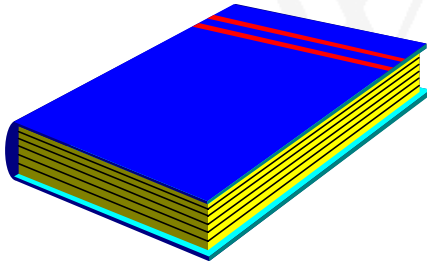
Skill Shortages Report



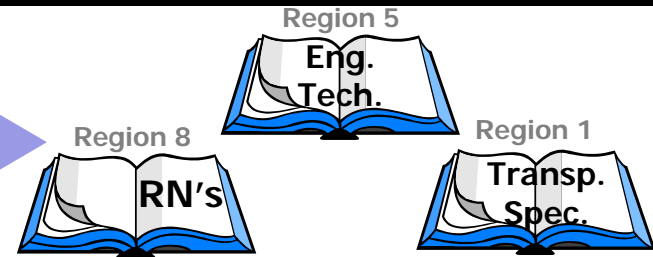
Root Cause Report



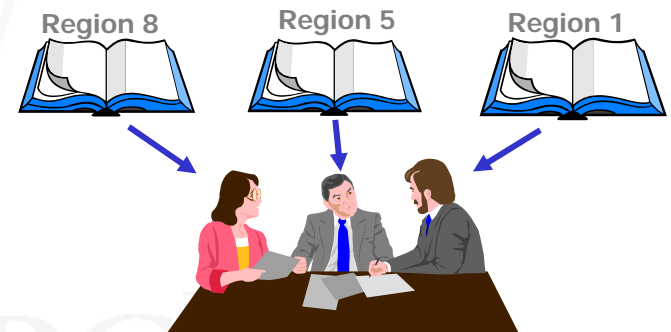
Solutions Report



Condense & Submit



Each training proposal must contain specific matrices & templates that demonstrate training is tied directly to root cause (which, in turn, will address shortage)

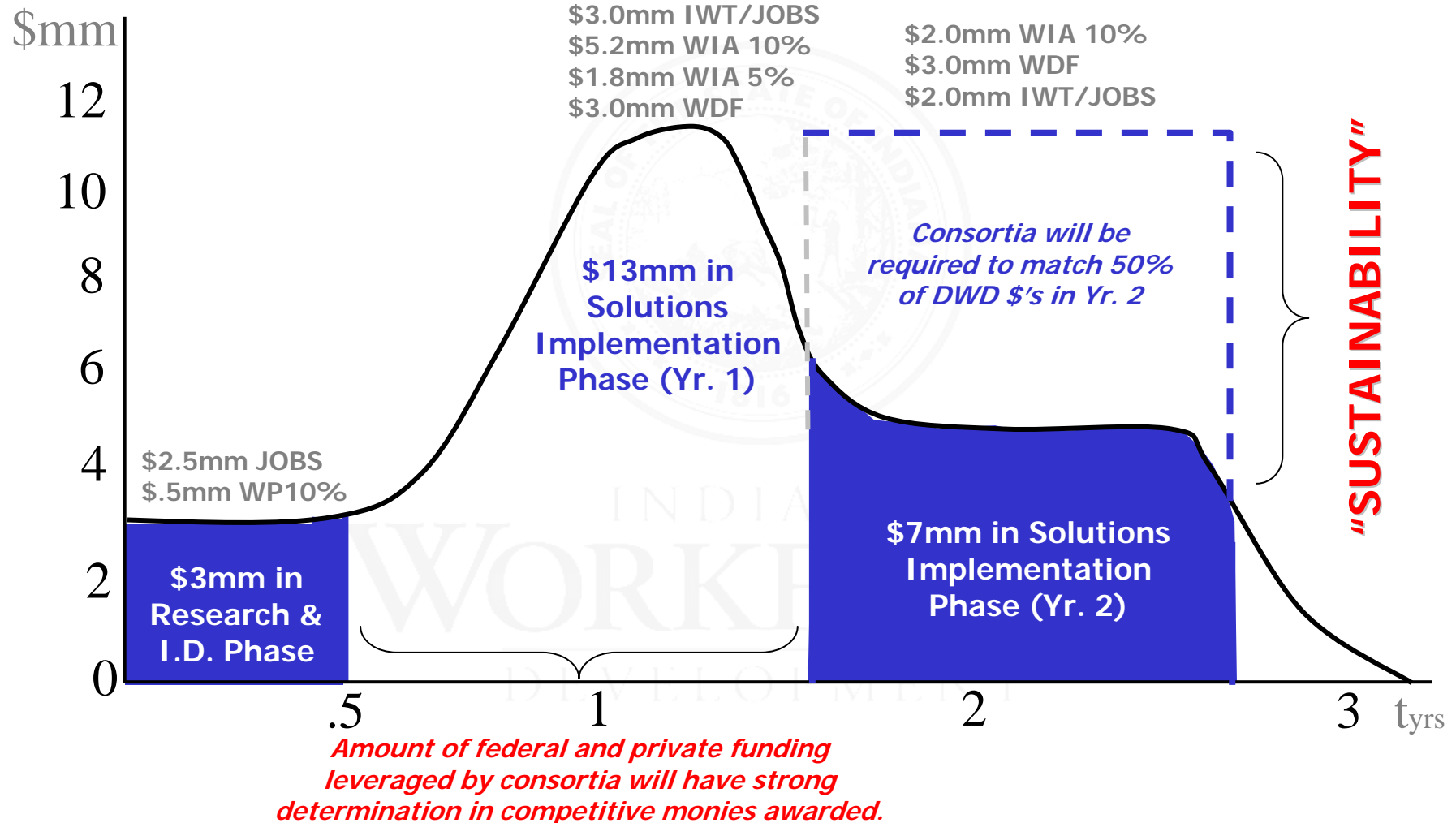


DWD Review Committee

Competitively Award \$20mm
(example)



SSI Funding Flow



Timeline

Rollout & Introduction of Initiative:

June '06: Introduction



- Gov. Office Announce
- Meet w/ Core Agents
- RFA "fit to print"
 - Key Needs:*
 - Funding Sources & \$'s final*
 - Core Agents*
 - Fiscal Agent*
 - WIA 2-yr. Plan complete*
- Data Packets
 - Revising Occupational Projections & JVS completion*

Jun-Aug: Formation



- Core Agents charged with assembling consortia
- Consortia must complete and submit RFA
- Approval of RFA by internal DWD review committee

Sep '05-Feb '06:
Execution (PH 1)



- Consortia begin phase one analysis
- Submit reports, roughly, every 6 weeks

Mar '06 - Apr '08:
Execution (PH 2)

- Competitive grants awarded and solution development & execution begins.

Critical Success Factors

- Leadership from ALL WIB Directors
- Heavy participation & engagement from KEY regional stakeholders throughout initiative
- Institutionalize process at regional level
 - Minimum dependency on consultants
- Consistent and Share “Line-of-Sight” mentality
 - Demand Driven
- Positive attitude, humility, and ability to innovate

